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Application type

**Single organisation**

**THIS IS AN APPLICATION FOR FUNDING FROM A SINGLE ORGANISATION**

Name of organisation applying

**Equality Network**

Title of proposed work

**Strategic intermediary projects: LGBTI, and Scottish Trans Alliance**

Are you applying for new or existing work?

Are you applying for new or existing work?

**Existing**

Where did you hear about this fund?

**From the Scottish Government Equality & Human Rights Division**

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1.1 Legal name of your organisation

**Equality Network Limited**

(Other) Known name of your organisation if applicable

**(our trans equality and human rights project is known as the Scottish Trans Alliance)**

1.2 Registered address for your organisation

Registered address line 1

**30 Bernard Street**

Registered address line 3

Registered address line 2

Town/City

**Edinburgh**

**Scottish Local Authority**

Scottish Local Authority  
**Edinburgh City**

Postcode  
**EH6 6PR**

Website  
**www.equality-network.org and www.scottishtrans.org**

Facebook Page  
**EqualityNetwork and scottishtrans.org**

Twitter Page  
**@LGBTIScotland and @ScottishTrans**

1.3 Main contact for this application

Main contact first name  
**Tim**

Main contact last name  
**Hopkins**

Main contact position in organisation  
**Director**

Main contact phone number  
**0131 467 6039**

Main contact mobile number

[REDACTED]

Main contact email address  
[REDACTED] [@equality-network.org](mailto:[REDACTED]@equality-network.org)

Correspondence address (if different from 1.2 above)

Address Line 1

Address Line 2

Address Line 3

Town/City

Postcode

1.4 Legal status of your organisation

Legal Form

**Company Limited by Guarantee**

Charity No (if applicable)

**SC037852**

Company No (if applicable)

**SC220213**

Year organisation was established?

**1997**

**Is your organisation a branch of another charity/body?**

Is your organisation a branch of another charity/body?

**No**

1.5 Current areas of operation in Scotland

What areas of Scotland do you currently operate in?

- **Aberdeen City**
- **Aberdeenshire**
- **Angus**
- **Argyll & Bute**
- **Clackmannanshire**
- **Dumfries & Galloway**
- **Dundee City**
- **East Ayrshire**
- **East Dunbartonshire**
- **East Lothian**
- **East Renfrewshire**
- **Edinburgh City**
- **Eilean Siar**
- **Falkirk**
- **Fife**
- **Glasgow City**
- **Highland**
- **Inverclyde**
- **Midlothian**
- **Moray**
- **North Ayrshire**
- **North Lanarkshire**
- **Orkney**
- **Perth & Kinross**
- **Renfrewshire**
- **Scottish Borders**
- **Shetland**
- **South Ayrshire**
- **South Lanarkshire**

- Stirling
- West Dunbartonshire
- West Lothian

### 1.6 Guiding Documents

Which of these do you have in place to guide your work? Tick all that apply:

- **Equality and diversity policy (attach with your application)**
- **Health and safety policy**
- **Risk management policy & procedures**
- **Financial procedures (conduct)**
- **Disciplinary and grievance policy & procedures**
- **Complaints policy & procedures**
- **Conflict of Interest protocol**
- **Whistle blowing policy & procedures**
- **Pay all employed staff the Living Wage or above**

### 1.7 Separation of Duties

Please confirm by ticking the box that you have separation of financial duties so that one person cannot authorise, make and record payments

- **Yes**

1.8 What are the main aims and activities of your organisation how do they relate to the strategic framework of the Equality and Human Rights Fund?

**The Equality Network works to change Scotland to deliver equality and human rights for all LGBTI people - lesbian, gay, bi+ and trans people, and people with a variation of sex characteristics or who are intersex (I/VSC) - via five strategic outcomes: 1. Equality and human rights for LGBTI people are increasingly delivered by the law, services, employment and society of Scotland. 2. LGBTI people and groups are increasingly able to engage with each other and more widely, to reduce social isolation and improve equality and human rights in the law, services, employment and society in Scotland. 3. The full diversity of LGBTI people in Scotland, including those with intersectional marginalised identities, increasingly benefit from equality and human rights work. 4. There is increasing understanding of, and expertise in, the situations and needs of LGBTI people in Scotland. 5. The Scottish, UK and international equality and human rights sectors have increasing awareness of LGBTI equality and human rights expertise and good practice developing in Scotland. To progress these outcomes, we have an LGBTI project, and the Scottish Trans Alliance (STA) project, which accounts for roughly 45% of our activity and progresses these outcomes for trans people. Both are currently funded by the Scottish Government Equality Fund as strategic intermediaries, and additional work is funded from other grants or unrestricted income. Our policy work includes developing policy positions to progress LGBTI equality and trans equality, and providing expert advice, guidance and briefings for policy makers including the Scottish Government, Parliament and others. Our policy work is based on community engagement, via surveys and events, and, crucially, facilitating direct engagement of LGBTI and trans people and groups with policy makers, so that their lived experience is heard, and they can influence policy. LGBTI community groups are poorly resourced, and COVID has exacerbated**

**this. It is therefore a core part of our work to support groups around Scotland to increase their capacity, and that of their members and local LGBTI communities, to advocate for their equality and human rights, locally and nationally. We have a specific focus on intersectionality, doing policy and community engagement / development work around LGBTI communities who are marginalised in multiple ways. We seek to ensure that all of our work delivers across the diversity of LGBTI communities. We also do focussed work around bi+ and I/VSC equality. We publish reports from our engagement work, and policy and good practice guidance, and provide training to all sectors. We also provide expert information on LGBTI and trans issues to organisations and the media, including facilitating community members to tell their stories. We very much value partnerships. We work closely in a coordinated way with the other national LGBTI organisations in Scotland, and as appropriate with LGBTI and trans organisations in the rest of the UK and further. We also work in partnership with organisations from other equality strands, to progress our work on intersectionality, and to make common cause on equality more widely. Our 2021-24 strategic plan is here: <https://www.equality-network.org/wp-content/uploads/2021/05/Strategic-plan-2021-24-May-2021.pdf>**

1.9 How does your organisation take a human rights based approach to your work? For this question, you may wish to use the 5 PANEL principles in the guidance notes to frame your answer.

**Participation is fundamental to our work. We prioritise facilitating the voices of LGBTI and trans people and groups, so that they can engage directly with policy makers. That includes supporting groups to submit a consultation response or written evidence to a Parliamentary committee, to give oral evidence where possible, and to contact and meet their elected representatives. We also highlight the voices of LGBTI and trans people in other ways including by producing films of people speaking about their lived experience. We reach people through our LGBTI community communications channels, which include an email newsletter with a distribution of 22,000 people, and our social media channels which reach at least 40,000 people. Our community development work helps LGBTI and trans groups to organise, to connect to each other, to increase their knowledge and skills, and to use these tools to better advocate for their rights. We provide information to LGBTI and trans people and groups about their rights, so that they can more easily access justice. We do not provide individual support or advocacy, but we signpost community members to other organisations that can provide legal, practical and emotional support. Through our intersectional policy and community development work, we focus on parts of the LGBTI communities whose rights are most at risk. We work in partnership with others on issues faced by those marginalised in multiple ways. We seek to ensure that all our participatory work is as accessible as possible to all. Our policy work focusses on the furtherance of equality and human rights for LGBTI and trans people. For example, we have recently worked with the Scottish Government and Parliament to ensure that the legislation to pardon men convicted of now-repealed “homosexual offences” was fit for purpose, including to remove the very significant breach of rights that affected such men when they applied for paid or volunteer posts requiring a PVG check. We similarly promoted equal civil partnership for many years, and recently worked on the legislation for this, which removed the inequality that prevented mixed-sex couples from registering a civil partnership - a now-established breach of the ECHR. We are currently working with the Human Rights Consortium Scotland, Scottish Human Rights Commission, Amnesty and**

others on the development of the proposals to incorporate UN human rights treaties into Scots law. There is no specific treaty covering LGBTI equality, but LGBTI people are of course covered by the other treaties. We welcome the commitment to include LGBTI equality and rights within the proposed legislation and look forward to contributing to that. The STA focusses on upholding the human rights of trans people, which are increasingly coming under attack. For example, a recent judicial review attempted to strike down parts of the Gender Representation on Public Boards (Scotland) Act 2018, in part by claiming that it was contrary to international human rights and equality law. The STA provided a written intervention in that case, and we are glad to say that the judicial review was unsuccessful.

#### 1.10 Governance

How many people are on your Board?

6

Tell us about governance, management and lived experience representation in your organisation.

**Governance of the organisation is the responsibility of our volunteer Board of Trustees. They delegate day-to-day management to the staff Director, to whom other staff report. The Director delegates to the Scottish Trans Alliance Manager, the Development Manager, and the Policy Coordinator, each of whom line manages one or two staff. Trustees are recruited via open, competitive recruitment, and their appointment is confirmed by our AGM. Of the current six Board members, one was appointed in 2012, two in 2015 and three in 2017. Our Trustees all have lived experience of being LGBTI, and half have lived experience of being trans. They are reflective of the diversity of the LGBTI communities and of intersections with disabled and ethnic minority communities. We currently have three women and three men Trustees. We have just completed an open recruitment process and are about to formally appoint six additional Trustees. Again, all have lived experience and include two women, one non-binary person and three men. Our Trustees have between them a wide variety of skills and experience in the public, private and voluntary sectors, including employment for example in the NHS, in equality and diversity roles, in volunteer management, as a solicitor, in clinical and academic research, and in the disability voluntary sector, and with a range of other LGBTI organisations. There are three specific Board posts: convener, deputy convener and treasurer. Our treasurer is a chartered accountant working at senior level in financial services. Each year, our Board has six standard Board meetings, and two Board /staff development days. The latter include development work for the Board, and joint work with the staff on strategic planning, policies, and key issues. There are also Board /staff social events. Some Board members are involved in sub-groups with staff, such as the fundraising sub-group and the training sub-group. Two Board members are authorised signatories, and no payment over £500 can be made without explicit approval from one of them. The Board is supported by the Director, who reports regularly by email and at Board meetings, and provides papers in advance of meetings. Standard papers include a quarterly finance report, which summarises income and expenditure on each grant, as well as unrestricted income and expenditure such as donation and fee income and expenditure on campaigning. The report also outlines the cashflow situation, and lists any expenditure item over £500. In addition, the treasurer is supplied with more detailed finance spreadsheets quarterly. The Director also**

provides the Board with a quarterly activity report summarising activities, and reports on any staffing issues. The Board approve all changes in salary, and, for recruitment to senior posts, there is a Board member on the selection and interview panel. The Board is involved with staff in the development of our three year strategic plan, and approve all grant applications, as well as any significant expenditure from unrestricted funds. Our latest strategic plan, covering April 2021 to March 2024, can be found here:

<https://www.equality-network.org/wp-content/uploads/2021/05/Strategic-plan-2021-24-May-2021.pdf>

### 1.11 Financial Position

What was your financial position at the 31 December 2020 (if the accounts submitted with this application are not made up to 31 December 2020 or a later date) Enter numeric digits only. You do not need to enter a £ symbol or comma.

Fixed assets

**8780.06**

Current assets

**213673.66**

Current liabilities

**20250.14**

Other liabilities

**0**

Net current assets

**193423.52000000002**

Net assets

**202203.58000000002**

1.12 Please provide details of your financial position, as set out in the guidance notes.

**For the past three years, our audited financial results were as follows (our financial year ends on 31st March): 2017-18: turnover: £465,834 and free reserves at year end: £149,860 2018-19: turnover: £507,026 and free reserves at year end: £160,464 2019-20: turnover: £527,207 and free reserves at year end: £171,493 Our turnover for 2020-21 has been unusually high, around £670,000, primarily because we have been a distributor, to LGBTI community organisations, of Scottish Government Supporting Communities Fund and Communities Recovery Fund COVID-related funds. We have no loans. Free reserves currently stand at around £180,000. Our reserves policy is that free reserves should be between 3 and 6 months of turnover. Although turnover has increased year on year, reserves have also grown, and have remained within that range. Our aim is to grow reserves to the upper end of that range. Current reserves would cover three months operating costs, and redundancy costs, were we to lose our main grant income. In the most recent two financial years, our income from Scottish Government Equality Budget grants has been £475,000 per year. This is from three grants: the Equality Network LGBTI strategic intermediary project £230,000 per year,**

**the Scottish Trans Alliance (STA) strategic intermediary project £200,000 per year, and the Intersex/VSC equality project £45,000 per year. This funding was 90% of our income in 2019-20. The remaining 10% of income in 2019-20 was unrestricted income comprising donations and fee income. We have three other current grants. Grants from the Communities Recovery Fund (£44,000 total) and from the National Emergencies Trust LGBT+ Futures Fund (£11,744), are both for COVID recovery work, and end at the end of May. A grant from the Scottish Government Rural Economy and Communities Division, of £10,900, is for work on LGBTI rural visibility, to the end of this year. It is a medium-term objective of the organisation to diversify our income sources. Donation income rose from £18,337 in 2018-19 to £28,083 in 2019-20, but only marginally rose to around £29,000 in 2020-21, due to the impact of COVID. Fee income was £24,734 in 2018-19 and £25,448 in 2019-20, but lower in 2020-21 due to COVID. It is now returning as we develop online training provision. We are also seeking to diversify our grant income. At the end of 2019, we commissioned a fundraising consultant to advise on a fundraising strategy to diversify income. Implementation was put on hold due to COVID, but the Board are now considering starting to implement this, investing a portion of our reserves. Our request to the E&HR Fund would represent, in the first year, between 75% and 90% of our income, depending on our success with other current or future grant applications. We would expect that proportion to drop over the three years to 2024. Our internal strategic objective relating to income and reserves can be seen on page 31 of our Strategic Plan 2021-24, here: <https://www.equality-network.org/wp-content/uploads/2021/05/Strategic-plan-2021-24-May-2021.pdf>**

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2.1 Please give us a brief overview of the work you propose to carry out with this funding **Creating a lasting improvement in the situation of LGBTI people in Scotland, structured as two projects: the general LGBTI project, and the Scottish Trans Alliance (STA) project (both are Scottish Government equality strategic intermediaries). This will involve the following activities by both projects: Policy development, advice and guidance for policy-makers, good practice guidance and training, informed by our expertise and by communities' needs. Community engagement to inform policy work, facilitation of direct community engagement with policy makers, and community development to strengthen groups and communities and their voices. Publishing research into people's lived experience, providing accurate information, and developing partnerships.**

2.2 Location of work you are applying for

Does your proposed work have a national or local remit?

**National**

Please provide details of where the work will be based and how it has a national reach



**Our office is in Edinburgh, and policy staff are based there. However, our policy work is focussed primarily on national policy, and therefore has a national remit. Our community engagement and development work is carried out all over Scotland, with staff travelling (as COVID permits) to provide events, and support for groups, around the country. We have a particular focus on rural and island areas in that work. Some of our community engagement is online, for example our surveys, and we have a good record of geographical diversity in survey respondents. Our communications, via email and social media, reach LGBTI people all over Scotland.**

2.3 Please detail the activity you will deliver with funding from the Equality and Human Rights Fund

**We have detailed the activities for general LGBTI work, and for Scottish Trans Alliance (STA) project work. Policy activities: These are all underpinned by consultation and engagement with LGBTI people about their priorities. LGBTI: Provide information and advice for Scottish and UK Government officials, MSPs, MPs and other national policy influencers, on priorities identified by LGBTI people including conversion therapy, hate crime policy and reporting, mental health policy, LGBTI families, social attitudes, data and information collection, and other arising issues with an impact on LGBTI people, for example, human rights incorporation. STA: Provide information and advice to Scottish and UK Government officials, MSPs, MPs and other national policy influencers, public bodies, service providers and employers. This includes engaging on improving gender identity service provision, providing assistance to public bodies, service providers and employers on how to ensure they are upholding trans people's existing rights, and providing briefings to MSPs on legislation that has the potential to impact on trans equality and human rights, such as reforming the Gender Recognition Act. Community engagement and development: LGBTI: Research the experiences and needs of LGBTI people via an annual focused survey, three consultation events per year, and at community events including 20 Pride events per year around Scotland, including bi+ events. Facilitate direct engagement between community members and policy makers, through promoting consultation and evidence calls, and supporting community members, including I/VSC groups, to engage with their MSPs and other policy makers and influencers. Support the development of 15 LGBTI community groups per year, including in rural and island areas, publishing an LGBTI Groups' Toolkit, and providing training and one-to-one support. Support the development of bi+ groups and I/VSC groups, through annual conferences and one-to-one support. STA: Provide information, via both online channels and engagement with community groups, to trans people about their current rights, (potential) changes to their rights, and how to challenge discrimination they face. This will include activities to facilitate and support trans people to engage with decision makers directly. Run yearly national conferences to allow trans people to connect with one another and with staff of relevant service providers/public bodies. Provide skills development for trans individuals so they are more confident to meet with decision makers, participate in public life and engage with the media. Including marginalised LGBTI communities: LGBTI: Provide good practice publications and training on approaches to intersectionality, and on including specific marginalised LGBTI communities, including bi+ people and people with intersectional marginalised identities. Ensure access for diverse marginalised LGBTI people to our events, surveys and publications, for example providing accessible publications including availability of Gaelic translation, using accessible venues, providing interpretation and other support,**

**including access for those living in poverty. STA: Ensure our work is informed by and prioritises the needs of trans people marginalised in multiple ways, including trans people of colour, trans refugees and disabled trans people, as identified by our engagement work through surveys, consultation and events. Work in partnership with others, including paying for expert consultancy, to progress this work where needed. Ensure access to our events, surveys and publications, by providing accessible publications, using accessible venues, providing interpretation and other support, including access for those living in poverty. Developing understanding and expertise: LGBTI: Publish reports of annual focused surveys, policy information and good practice guidance for organisations and service providers, and information for LGBTI people on their rights and how to access them. Draw on expertise from key partners, including through paid consultancy, including people with lived experience of intersectional marginalisation, Gaelic speakers, and UK and international I/VSC experts. STA: Publish reports of annual focused surveys, policy information and good practice guidance for organisations and service providers, and information for trans people on their rights and how to access them. Respond to media requests and proactively engage with the media about trans people and trans equality. Knowledge and resource sharing: We will work in partnership with other national LGBTI organisations in Scotland, and LGBTI and trans organisations in the rest of the UK and further, to share learning and experience, and to progress LGBTI and trans equality and human rights. LGBTI: Work with international development organisations, international LGBTI networks and partners, to support LGBTI international development. STA: Work with equality and human rights organisations to improve their understanding of trans people's lives, to improve our own understanding of the equality and human rights issues faced by other communities, and to collaborate on issues faced by those who are marginalised in multiple ways.**

2.4 How do you know this work is needed?.

**Although there has been progress towards legislative equality for LGBT people in the past 20 years, we do not have full legal equality and protection, and freedom from discrimination. Trans and I/VSC equality is particularly unachieved. Our publication, The Scottish LGBT Equality Report, based on a detailed survey of LGBT people in Scotland and on 16 consultation events around the country, found that 49% of LGBT people had experienced prejudice or discrimination in the previous month, and 79% in the previous year, including hate crime, and discrimination in using services and at work. Disabled LGBT people and minority ethnic LGBT people reported facing multiple and greater discrimination. Other disadvantages identified included social exclusion and isolation, under-representation in public life, economic disadvantage, and the long-term negative impact of prejudice and discrimination on LGBT people's lives and mental health. Priorities identified by LGBT people included equality in the law and public policy, education, social attitudes, hate crime, health care, other services, discrimination in employment, religious prejudice, and media portrayals. Our survey publication "Complicated? Bisexual people's experiences of and ideas for improving services" found that social isolation and discrimination are even worse for bi+ people. Our 2020 survey report Further Out identified specific problems of social isolation and lack of access to services, in rural areas. I/VSC equality is at a very early stage. There are no I/VSC organisations based in Scotland, and very few people with an I/VSC are currently engaged with policy development. The priorities identified by our I/VSC engagement work include capacity building support for I/VSC groups, facilitating engagement with policy makers, as well as information provision and training for service providers, by people with lived experience. Recent years have seen**

**an increased focus on trans people in political life and the media. These conversations are often based on dehumanising and inaccurate stereotypes of who trans people are and what rights trans people currently hold, and often take place without trans people being included. This situation has arisen in a context where although social attitudes towards trans people are improving, there is more to be done - with 32% of Scottish people saying they would be unhappy if a family member married or had a long term relationship with a trans person in the 2015 Scottish Social Attitudes Survey. Trans people often experience discrimination in employment, healthcare, and when accessing services, due to a lack of understanding of their experiences and existing legal rights. As a result of this, our STA project receives an exceptionally high volume of requests for assistance to provide information and advice to a wide and diverse range of organisations. Gender identity services for trans people were already overstretched before COVID, and as a result of the pandemic many trans people will now wait more than three years for a first appointment. Additionally, significant numbers of trans people experience delays and difficulties with their care once using gender identity services, and want to see these services delivered in a new way that properly meets their needs.**

2.5 What impact has COVID-19 had on the needs of the people and communities you work with and how has that informed proposed activity?

**Early in the course of the pandemic, we submitted evidence to the Scottish and UK Parliaments about the impacts of COVID on LGBTI communities in Scotland. Our research report Further Out also considers the impact of COVID on LGBTI people living in rural areas. Impacts have included: The mental health impact of lockdown and isolation on a community that already faces higher mental health problems and isolation, especially in rural areas. The impact on health care provision, including mental health care, and health care for trans people. Many trans people were fearful that their access to gender identity health care would be impacted, including access to hormone treatment. Waiting times for gender identity service appointments have grown even more than they were before, and are typically measured in years. This has meant our Scottish Trans project intends to have an even greater focus on improving gender identity services than it had previously. Safety in lockdown: Some LGBTI people, including many young people, and others, live in households where they are not fully out, and/or where they face prejudice about their identity. Being locked down in such a household means isolation from supportive friends or groups, unrelieved exposure to a very negative environment, and risk of physical abuse. This in turn can lead to homelessness. Isolation: Many LGBTI people have diverse familial /kinship networks, not in their own household, and have been unable to access their support networks. The impact of digital poverty: With services, support groups and social interaction moving online, those without easy access to online services from home (or where privacy issues or the attitudes of the household make it unsafe to access LGBTI groups and friends), are isolated from support and services. Online toxicity: The online environment can be toxic for LGBTI people, and especially so for trans people, with anti-trans abuse common. The online environment therefore may not provide a satisfactory replacement for face-to-face interaction. We are grateful to the Scottish Government and other funders for specific COVID-related funding over the past year, which has enabled us to provide support to LGBTI groups around Scotland, to move activities online, and to develop new kinds of activity and support provision online. This has included groups run by LGBTI people with multiple marginalised identities. The support has also enabled groups to assist members in digital poverty to go online. All this has been vital for maintaining the LGBTI**

**community during the pandemic. It has also, despite the negatives noted above, enabled groups to contact and involve more people than ever before, including people who cannot travel to meetings. In our proposed activity going forward, we have a strong focus on the further development of community groups, including supporting them to make the recovery transition to hybrid online / face-to-face working. We are also exploring other funding for complementary work around researching interventions that can protect the wellbeing and mental health of LGBTI people living in rural areas, for example, by improving community cohesion and increasing safe visibility.**

## 2.6 Contribution to Equality and Human Rights Fund objectives

Which Equality and Human Rights fund outputs will your proposed activities deliver? Select all that apply

- Civil society develops and delivers work that that is grounded in the progression, protection and realisation of human rights**
- Civil society delivers support to address the needs of people facing structural inequality and develops and delivers work to increase participation and empowerment**
- Civil society partners contribute to delivery of commitments within relevant Scottish Government equality and human right strategies and action plans**
- Civil society provides data, learning and insight into the experience of people to support analysis and challenge on equality and human rights issues, across a wide range of policy areas**

## 2.7 Contribution to Equality and Human Rights Outcomes

Which of the Scottish Government outcomes for Equality & Human Rights will your funded work contribute to? (check boxes below)

1. People have greater awareness and understanding of their human rights, and how to access them

- 1. People have greater awareness and understanding of their human rights, and how to access them**

Outcome 1:  Edit this text    Outcome 2: How will your funded work contribute to this outcome?  
How will your funded work contribute to this outcome?

We will provide information to LGBTI people on their rights and how to access them. This will include a Your Rights guide widely distributed, eg at Pride events around Scotland, and information via our community engagement events, our email list, our websites, and social media. This will include signposting people to sources of help. We will similarly provide information about new and potential developments in rights, including across the range of our policy work. Our community development work will increase the capacity of LGBTI and trans groups to support individuals to stand up for their rights.

- 2. People with protected characteristics will improve access to remedy. Our Scottish Trans project will have increased access to remedy where their rights have not been upheld. Our work with policy makers and service providers, and our work on LGBTI inclusion in the proposed Human Rights (Scotland) Bill, will improve access to remedy. Our Scottish Trans project will continue work as a partner in the Scottish Just Law Centre with Just Right Scotland and Inclusion Scotland, to improve trans people's and disabled people's access to justice. The Centre uses the law as a tool for social change, by ensuring that trans people's and disabled people's existing rights are upheld, and challenging policy, law and practice that mean trans people or disabled people are treated less fairly:  
<https://www.justrightscotland.org.uk/what-we-do/equality-disability/>

Edit this text

**- 3. People with protected characteristics have increased participation in public life**

Outcome 3: How will your funded work contribute to this outcome?

Edit this text

**Our community development work will increase the capacity of LGBTI groups and their members to be visible and to participate in their local communities. Our Scottish Trans project's community development activities will have a strong focus on providing trans people with the tools they need to more confidently participate in their local communities and engage with the media. We will work with trans people, Trans Pride Scotland and other community groups to promote visibility of trans people, ensuring they are part of the conversation about trans lives and the changes still needed to realise trans equality and human rights.**

Outcome 4: How will your funded work contribute to this outcome?

**We will support LGBTI people to influence policy through promoting consultation and evidence calls, and supporting them to engage with MSPs and other policy makers. We will do this in a focused way for bi+, and I/VSC people, and for LGBTI people with intersectional marginalised identities. All our own policy work will be informed by engagement with diverse LGBTI people. Our Scottish Trans project will have a specific focus on increasing trans people's confidence to engage with decision makers, by supporting trans community groups to hold their own events, and by running events bringing trans people and decision makers together.**

Edit this text

**- 5. The Scottish Government has better access to data and depth of information about the experiences of people with protected characteristics**

Outcome 5: How will your funded work contribute to this outcome?

**We will publish reports of our community engagement work, including of major surveys of LGBTI people, covering people's lived experience. We will provide LGBTI people with information about the new Census sexual orientation and trans status questions, including why responding to these voluntary questions could have a positive impact on the Scottish Government's and other's ability to improve the lives of LGBT people. We will support LGBTI people to engage directly with the Scottish Government, for example through consultation calls. We will continue to advise the Scottish Government and others on the best ways to gather data about LGBTI people.**

Edit this text

**- 6. Actors in civil society increasingly use our domestic and international equality and human rights framework to influence and effect change**

Outcome 6: How will your funded work contribute to this outcome?

**Our policy work on the proposed Human Rights (Scotland) Bill will help ensure better understanding of the international framework, and how it may be used, both by LGBTI people and others, to influence and effect change. Our networking on international development will help ensure that international development is firmly based on an understanding of LGBTI people's rights. Our Scottish Trans project's work with the Scottish Just Law Centre will both increase the extent to which we use these frameworks, and create learning for wider civil society on how such partnership models can increase their use to drive change.**

Edit this text

**- 7. The experience of people with protected characteristics is increasingly used to inform the policy and practice of public bodies**

Outcome 7: How will your funded work contribute to this outcome?

**Our policy work with public bodies, and our good practice guidance and training provision, will inform them about LGBTI people's lived experience and needs. Our community development work will increase the capacity of local LGBTI groups to engage with and inform local public bodies. Our Scottish Trans Alliance's annual national conference will bring trans people and relevant public bodies together, to improve understanding of trans people's experiences and needs and to collaborate on how to improve policy and practice. We will have a particular focus on ensuring that health bodies' policy and practice is informed by trans people's experiences.**

Edit this text

Outcome 8: How will your funded work contribute to this outcome?

**- 8. Public services increasingly embed equality and human rights in their strategic planning and their day-to-day functions**

**Our policy work, including on mainstreaming, and on the proposed Human Rights (Scotland) Bill, will support the embedding of LGBTI equality and human rights. Our good practice guidance and training provision will increase public services' understanding of where existing strategic planning and day-to-day functions have failed to uphold the equality and human rights of LGBTI people, and provide them with information on how to do so based on the lived experiences and needs of LGBTI people.**

2.8 Describe the people and communities who will benefit from the work you plan to do and how you will engage with them.

**By ensuring that laws, policies and practices that impact LGBTI people change for the better, our policy work will benefit LGBTI people across Scotland. That work is based on consultation with communities, including reaching out to communities who are marginalised in multiple ways, to identify experiences, needs and priorities. We do this via events, surveys, and other online engagement. Our community development work directly benefits LGBTI people across Scotland, including those who are members of LGBTI groups, and those who access events such as Prides. Supporting groups to increase their visibility, and their connections with their local community, benefits community cohesion, and LGBTI people will feel safer and more welcome. Our provision of information to LGBTI people will help people to understand their rights, and how to stand up for them, including signposting to support and advocacy services. Our Scottish Trans project works to the same principles. We have a strong focus on engagement to ensure that the specific needs of trans men, trans women and non-binary people are reflected in our work, and that our community development tackles the distinct barriers trans people face to confidently engaging in public life. People with an I/VSC can be especially isolated, with, currently, no groups run by people with an I/VSC in Scotland. For I/VSC, our priority is to support community development, including working with I/VSC groups in the rest of the UK, and people with an I/VSC in Scotland, to increase their capacity in Scotland to support and advocate for people.**

2.9 Is your proposed activity specifically focussed on supporting people with protected characteristics?

Select all that apply:

**- Sexual orientation**

## - Gender reassignment

2.10 Will your funded work ensure access for, or specifically address needs of, people who hold more than one protected characteristic or have other barriers to equality? If so, how?

**Intersectionality has been a core area of our work for many years. In partnership with organisations in other equality strands, we published research into the needs of minority ethnic LGBT people, LGBT asylum seekers and refugees, and disabled LGBT people, which in part informs our work. In 2016, we published “Including Intersectional Identities” - guidance for service providers on including intersectional LGBTI people and an accompanying short film of personal testimonies from intersectional marginalised LGBTI people, based on intersections between LGBTI protected characteristics, disability, race/ethnicity, faith/belief, and more. We will build on this work, by providing further information, advice and training events on intersectionality for service providers, and will publish policy and good practice information. on specific intersections, based on lived experience. We run an annual engagement and networking event on intersectionality, highlighting the lived experience of people with intersectional marginalised identities. We will support organisations run by LGBTI people with marginalised identities to advocate for their rights. We use physically accessible venues for events and strive to meet all access requirements of participants, including for example interpretation, personal support and covering child care costs. We have a budget identified for access. Where needed and possible, we support people’s travel costs to events. We support smaller groups to do the same. Our publications meet the RNIB’s visual accessibility guidelines, and we have a policy to use plain English in community-oriented materials. We make publications available in other formats such as large print or Braille, and in other languages, on request.**

2.11. Please give an estimate of the number of people and organisations you will work with over

People Organisations

**5000 100**

2.12 How will you monitor and evaluate the ongoing impact of your work?

**We will evaluate progress on our policy work by examining the extent to which LGBTI equality and human rights have progressed, and the extent to which the project contributed to this progress. In doing this, we will particularly monitor progress on key targets including gender identity service provision, conversion therapy, hate crime policy and reporting, mental health policy, gender recognition law reform, the situation for LGBTI families, social attitudes, data and information collection, as well as whether LGBTI equality concerns are addressed in other national policy. In our community work, we will monitor the level of engagement with our community development and engagement activities and will use feedback to target and improve our programmes and activities. We will consult with LGBTI people and groups about their capacity, and whether they feel more able to influence policy, and include elements of evaluation in our external surveys. We will also seek feedback from policy makers on the value and effect of their engagement with LGBTI people. We will monitor all our events, trainings and surveys for participant diversity across intersections of the protected characteristics. We will evaluate feedback from users of our guidance, and from participants in our events and training. We will obtain and evaluate feedback from users of our communications channels (our emailing list,**



websites and social media). We will also obtain feedback on our other information provision for LGBTI people, about its value. In relation to our partnership work, we will identify how developments on LGBTI equality and human rights have been informed by work in other equality areas, and work outwith Scotland. We will request feedback from partners on the usefulness of their engagement with us.

2.13. How do you plan to sustain your impact when this funding ends?

**By its nature, much of the work we do will have a long term sustained impact. That is particularly the case for law and policy change, but applies to our community development work also. However, we are so far from true LGBTI equality that similar work at the same level will continue to be needed well beyond the end of the funding period. Income diversification is a key objective for us. We are increasing the number of funding applications we make to diverse funds. In terms of unrestricted income, our donation income has quadrupled in the past five years, and continues to grow despite COVID. We are successful at providing paid-for training, and we intend to grow this further. Some of our publications have been sponsored, and we intend to seek further opportunities for this. However, there are limits to the extent to which this work can be delivered from other grant sources or from the level of unrestricted income that can practically be raised. For example, our experience has been that it is not possible to fund national policy engagement work from local funding. We regularly obtain smaller grants to increase our community development work. However, it would be difficult to fund all our community development work without Scottish Government support. We have encouraged local authorities to fund LGBTI community development and engagement work in their area, but so far that has been one-off funding for short periods, and in only a very few local authorities.**

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#### **Page 4 (Page 4 /6)**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**LGBTI Policy Coordinator**

Key Duties

**Consult with, and research the experience and views of, LGBTI people and groups, and produce reports. Develop policy expertise. Develop policy positions. Influence policy via briefings, consultation responses, meetings etc. Support LGBTI people and organisations to directly engage with policy makers. Develop partnerships with other equality and human rights organisations.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**LGBTI Policy Officer**

Key Duties

**Support the Policy Coordinator, including consultation with LGBTI people and groups, developing policy expertise, maintaining awareness of policy developments, evidence and good practice, preparing briefings and consultation responses, and supporting LGBTI people and organisations to directly engage with policy makers.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**LGBTI Development Manager**

Key Duties

**Develop our community strategy. Support the development and capacity of diverse LGBTI groups across Scotland, with a focus on rural and island communities. Organise our engagement with LGBTI communities across the country. Influence national policy relating to LGBTI community development. Develop the organisation's work in LGBTI international development.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**LGBTI Intersectional Project Officer (part time, job share)**

Key Duties

**Develop expertise on intersectionality and marginalisation. Engage with intersectional marginalised LGBTI people and groups and support their development and capacity. Provide guidance and training, and produce publications and resources, on policy and good practice on intersectionality and marginalised LGBTI people. Advise on access and inclusion across the organisation.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**LGBTI Intersectional Project Support Officer (part time, job share)**

Key Duties

**Support the Intersectional Project Officers, including with community engagement and design of publications and training resources. Provide guidance and training, and produce publications and resources, on policy and good practice on intersectionality and marginalised LGBTI people. Advise on access and inclusion across the organisation.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**LGBTI Communications Officer (half time)**

Key Duties

**Develop our communications strategy, policies and procedures. Further develop our communications with LGBTI communities, including our email newsletter, websites and social media. Maintain our brand, advise on its use across the organisation, and ensure that our publications are accessible. Develop and maintain our multimedia libraries.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Scottish Trans Alliance (STA) Manager**

Key Duties

**Lead and manage the STA project and staff. Develop the project's strategy. Play a leading role in the delivery of trans equality, including policy, communications, and community engagement. Develop relationships with partner organisations, trans communities, policy influencers, and trans leaders in the rest of the UK and wider.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**STA Policy Officer**

Key Duties

**Develop policy expertise. Provide policy information and good practice guidance to policy makers, public bodies, equality organisations and employers. Provide information on policy for trans communities. Facilitate the direct engagement of trans communities with policy makers. Develop partnerships with other equality and human rights organisations.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**STA Community Engagement Officer**

Key Duties

**Engage with trans community groups and networks across Scotland. Provide information, training, capacity building and consultation opportunities, to support trans people's capacity to engage with policy makers and advocate for their rights. Conduct and report on events and surveys of trans people, about their equality needs.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Finance and Business Officer**

Key Duties

**Manage our accounting systems and our finance policies and procedures, including payroll and pension. Prepare finance reports for budget holders, Board and funders. Provide administrative support and advice to staff. Manage the office, inventories and storage. Provide a central point of contact for enquiries.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Director**

Key Duties

**In partnership with the Board, lead the organisation, its strategy and development. Ensure staff are supported to thrive and deliver their best. Develop relationships with key partners. Manage delivery of the strategic plan and funded projects, ensuring delivery of outputs and outcomes. Ensure financial targets are met. Ensure legal compliance.**

3.2 Please describe your training, accreditation and supervision arrangements for all staff and volunteers.

**The Director is line managed by a member of the Board, and in turn line manages a number of other staff: the Finance and Business Officer, the STA Manager, the LGBTI Development Manager, the LGBTI Policy Coordinator, the LGBTI Intersectional Project Officers, and the LGBTI Communications Officer. The STA Manager line manages the STA Policy Officer and Community Engagement Officer, and the LGBTI Policy Coordinator line manages the LGBTI Policy Officer. Staff meet with their line manager at least once a month (in many cases more frequently), and have an annual appraisal conducted with their line manager. Together with the Board, all staff are involved in the two yearly strategic planning cycle, and the decisions on our mission, values, outcomes, objectives and activities. The agreed strategic plan, together with agreements with funders, form the basis for each staff member's workplan.**

**Workplans are necessarily flexible, because of the way that for example, challenges to LGBTI equality, or opportunities for progress on policy, can arise unexpectedly. There is a development budget for staff development activities, which are tailored with each staff member, and might be for example formal externally provided training, or attendance at learning events such as conferences. Staff meet as a group every two weeks, to update each other on our work, to note and celebrate achievements, and to discuss upcoming events, issues or challenges for the organisation. Smaller groups of staff meet more often. LGBTI project staff and STA project staff with similar remits work closely together, for example on policy, or on community development work. Most of our staff have lived experience of being LGBTI, including our policy, community engagement, and intersectional project staff. All STA staff have lived experience of being trans (as do some other staff). The kind of language used about**

**LGBTI people on social media, by opponents of LGBTI equality, can be very distressing. Our organisation, and some of our staff personally, face appalling slurs online from opponents of equality. Although we do not provide individual support services to LGBTI community members, and instead signpost people to other services, we engage with community members who are hugely distressed by the current discourse around trans and LGBTI equality. Working to further LGBTI equality policy, at a time when it (and trans equality in particular) is very contested in that way, is also very stressful. Line managers, and our Board, are very aware of the stresses that staff are therefore under. Working patterns are flexible as needed. Staff also support each other, and share coping mechanisms, such as mental health self-care ideas. We have arranged for the free, anonymous provision of a counselling service for any staff member who wishes to use it.**

### 3.3 Fair Working Practices

The Scottish Government has set out its aspiration to create lasting economic success by building on sustainable growth that also achieves fairness, equality, opportunity and innovation. Examples of this approach are set out in the Scottish Business Pledge and in the procurement guidance on fair work practices. You might also wish to visit the Fair Work Framework website The Scottish Government is keen to promote fair working practices and would encourage funded organisations to have in place policies, practices and procedures which are consistent with promoting fair working practices, including payment of the Living Wage. Please select from the list below all the practices that are in place or which apply to your organisation. Successful applicants will be expected to provide a copy of the policies that evidence the Fair Working Practices they have identified.

- **A fair and equal pay policy including, for example, ensuring no gender discrimination or the monitoring of pay ratios within the organisation (for example paying the real Living Wage)**
- **Investment in skills and training**
- **Stability of employment and hours of work, and avoiding exploitative employment practices including, for example, no inappropriate use of zero-hours contracts (eg using zero hours contracts when people are working regular hours; exclusive contracts that stop flexible workers working for other people)**

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## Page 5 (Page 5 /6)

### 4.1 How much funding do you require each year?

#### 4.1a Total cost of proposed work (if part funded from other streams) (Enter numeric digits only)

Year 1 - Total cost of proposed work	Year 2 - Total cost of proposed work	Year 3 - Total cost of proposed work	Total cost of proposed work
<b>536222</b>	<b>546660</b>	<b>556536</b>	<b>1639418</b>

#### 4.1b Request from EHR fund. (Enter numeric digits only. You do not need to enter a £ symbol or comma.)

Year 1 (October 2021 - September 2022)	Year 2 (October 2022 - September 2023)	Year 3 (October 2023 - September 2024)	Total funding request

536222

546660

556536

1639418

**4.1c Additional Funding Required(A-B) Enter numeric digits only. You do not need to enter a £**

Year 1 - Additional Funding Required	Year 2 - Additional Funding Required	Year 3 - Additional Funding Required	Total Additional Funding Required
0	0	0	0

4.2 Please give details of how you arrived at the figures given in the Equality and Human Rights Fund Budget Form

**All are based on current costs. We have allowed 2% inflation per year for overheads and some additional staff costs. Additional staff costs** Staff counselling: Provides counselling sessions for four staff members per year. Staff development: £500 pa per full time equivalent staff member. Sessional staff: This is for the Scottish Trans Alliance project, where flexible additional staffing has proved vital. Overheads Governance: Board meetings £1600; Board development £1000; AGM £250; Board recruitment £150. Professional fees: Audit £5500; HR support £2640; membership of professional bodies £350. Insurance: General insurance £1050; Professional indemnity insurance £450; Office buildings insurance £575. Bank fees: Bank, credit card and BACS fees at current cost. Rent and rates: Rent £12486; rates £984; water rates £600. Office consumables: costs were running at £3200 pa pre-COVID, for stationery, postage, refreshments, water cooler, and other consumables. Currently, costs are £5000 pa including extra costs to support staff working at home. We have allowed £4100, for mixed office/home working in future. Utilities: Electricity at current cost. Photocopier: Lease £2350; per copy costs £1800. IT and internet/phone: IT support fee £3830; internet/phone £2140; mobile phones £380; websites hosting and maintenance £1190; mailchimp £2000; zee drive £400; surveymonkey £300; zoom £700; HR software £650; other software £500; replacement laptops £3600; IT repairs £500; other hardware £1000. Office cleaning, maintenance, repairs: cleaning £2250; fire equipment maintenance £150; PAT testing £150; cleaning supplies £150; repairs £300 Programme and delivery costs These are shown as general LGBTI costs, and Scottish Trans Alliance (STA) project costs. Community engagement LGBTI: Our events £2000 pa. Engagement at Pride events £10,000 pa. Engagement at Bi+ events £1000 pa. STA: Our events £2500 pa. Annual conference £2500 pa. Surveys £150 yr2 & yr3. Community / policy maker direct engagement LGBTI: Engagement events £3000 pa. I/VSC engagement support £1000 pa. STA: Engagement events: £1500 yr1, £5000 yr2, £3000 yr3. Community development LGBTI: One-to-one groups support £6000 pa. Bi+ development events £2250 pa. Support for marginalised groups £1000 pa. I/VSC development events £5000 pa. STA: One-to-one groups support £4000 pa. Individual skills development support £1500 pa. Trans residential event £6000 yr1. Visibility support (films etc) £2500 yr2, £2000 yr 3. Access and inclusion LGBTI: Access to events, publications £3000 pa. Gaelic inclusion £1000 pa. STA: Access to events, publications £2500 pa. Publications LGBTI: Information and good practice £2200 pa. Research reports £1200 pa. LGBTI groups toolkit £1500 yr1. Gaelic lexicon £1000 yr1. STA: Information for trans people £300 pa. Research reports and good practice guides £1200 pa. Census guidance £750 yr1. Good practice and training provision LGBTI: Intersectionality conferences £2500 pa. Intersectionality training £840 pa. STA: Annual conference £2500 pa. Messaging event £1000 yr1. Training £200 pa. External research costs STA: Benchmark opinion polling £2000 yr1. Consultancy LGBTI: UK and international I/VSC experts £3500 pa. Expertise on

**intersectionality and marginalisation £2000 pa. Gaelic inclusion £1000 yr1. Governance, for LGBTI groups toolkit £1500 yr1. STA: Expertise on specific trans issues £1000 pa. Partnership LGBTI: International development partnership £5000 pa.**

Other Funding

**4.3 If this work is part funded from other funding streams please detail below how the additional funding required will be sourced. Please tell us:**

Name of Fund Funder

Amount Received in Total (numeric digits only) SG Department (if applicable)

Contact name at SG (if applicable)

Total funding received

**0**

4.4 If the total amount secured is less than the total additional funding required please tell us how you intend to develop funding or income from other sources during the period for this activity.

**Not applicable**

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## **Page 6 (Page 6 /6)**

Use this section to upload the relevant attachments and documents we require.

Proposal Budget

**Budget - Equality Network.xlsx**

Memorandum and Articles or Constitution

**Mem & Arts - signed 13.5.21.pdf**

Most recent accounts

**2019-20 accounts - Equality Network.pdf**

Equality & Diversity policy

**Equality & diversity policy May 2021.pdf**

Declaration

**Section-5-Declaration - Equality Network.pdf**

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File List (Protected)

Budget - Equality Network.xlsx (81Kb.):

<https://app.formassembly.com/uploads/get/a2f0cd66e36a1ad87235311346d7cd4a-Budget-EqualityNetwork.xlsx>

<https://app.formassembly.com/uploads/get/d473d024f365b72f5323f27789bbb77c-MemArts-signed13.5.21.pdf>

2019-20 accounts - Equality Network.pdf (216Kb.):

<https://app.formassembly.com/uploads/get/6cf2e44f0957c53b18455709535767fe-2019-20accounts-EqualityNetwork.pdf>

<https://app.formassembly.com/uploads/get/49f137d192c691c9dfc4fa4ae76ee5bb-EqualitydiversitypolicyMay2021.pdf>

Section-5-Declaration - Equality Network.pdf (79Kb.):

<https://app.formassembly.com/uploads/get/11e76c7492bd3f761b42cbba7561cfcc-Section-5-Declaration-EqualityNetwork.pdf>